


NAVY RECRUITER

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A DEPper from NRD Nashville competes in seabag relay at a recent DEP Olympics.

U.S. Navy Photo by NCC Larry Boris.

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From the Top



Shipmates,

As we enter the final quarter of FY08, Navy Recruiting couldn't be in a better position. Thanks to all of your outstanding efforts we continue to enjoy tremendous success achieving mission in the big five enlisted recruiting categories for 14 consecutive months.

This impressive run reflects the combined efforts of our outstanding field recruiters and superb support personnel. The diverse backgrounds, experiences and perspectives you bring to our organization complement each other to form an extremely effective and highly professional recruiting team. I encourage each of you to continue to work hard as we make our final push to the end of the year.

That said, we have been working on a Forms Reduction Initiative led by the (N5) Strategic Plans, Research and Analysis Department at headquarters. Essentially, what we've done is examine all of the possible forms that are used in the enlistment application process. Of those 141 possible forms, we found that we could remove/consolidate approximately 21 percent with no degradation to the enlistment process. We also found that a significant portion of the information in the forms can be communicated more effectively and efficiently.

The team also partnered with our Advertising and Marketing Department to produce an employee handbook-type brochure, called the Standards, Transition, Acknowledgement, Requirements and Training (START) Guide that our DEPPers, their spouses and parents can utilize and refer to for information throughout the enlistment process.

Bottom line, this will significantly reduce the number and types of forms used in the enlistment kit, while improving the quality of information we provide to our applicants. Additionally, we are reworking the DEP PQS. The new PQS will be more focused on preparation for recruit training. The dates to finalize these changes are still being discussed, but a plan for combining the new DEP PQS with the new START Guide in FY09 is underway.

Recruiter Handbooks were also delivered to NRDs in April. These pocket-sized reference guides are intended to assist recruiters in day-to-day operations; however, they are NOT a replacement for the Recruiting



Rear Admiral Joe Kilkenny
Commander,
Navy Recruiting Command

Manual (RM). Recruiters should always verify current policy via the RM. The handbooks will be updated with new recruiting changes in the October-November time frame. If you need assistance or more information on the Recruiter Handbook contact Ms. Sandra Ogden at sandra.ogden@navy.mil.

I would like to touch on another very important item that needs everyone's attention. Our female recruiters motivate, inspire, encourage and mentor female DEPPers as new Sailors in the U.S. Navy. Without more female recruiters at our NRSs, DEP attrition will continue to go unimpeded. I am working with NPC to increase the number and more evenly distribute our female recruiters in order to start reversing this trend.

One final note, we completed FY08 OCS shipping goal to Officer Candidate School on July 5, 2008. With a 40 percent OCS goal increase from FY07, we stepped up and met or exceeded goal in each community, achieving a 104 percent shipping rate. NUPOC closed out the FY08 recruiting season on a strong note, exceeding recruiting goals for both submarines and SWO-N. We also noted an improvement in NUPOC diversity, accessing eight more diverse candidates this year than in FY07. Super effort!

Keep up the push and work hard toward success!

U.S. Navy Goalie Of The Year

Story and photos by MCC(Sel) Jeremy J. Seigrist, NRD Pittsburgh Public Affairs

BUFFALO, N.Y. -- The U.S. Navy was honored to present the Goaltender of the Year award for the National Lacrosse League (NLL) Saturday, May 17, during the league's championship game and season finale.

Commander Jonathan Shoemaker, the executive officer for Navy Recruiting District Pittsburgh, presented the Navy's award to three-time award winner Bob Watson of the Toronto Rock at HSBC Arena in Buffalo, New York.

Watson, a Toronto Rock veteran, had previously won Goaltender of the Year honors back to back in the 2000 and 2001 seasons. This year he racked up an impressive 78.6 "save" percentage while amassing 825 minutes in the net. After the presentation, Watson reflected on how this award was just as special to him as the first. "Each award is special, considering the fact that I am 38 and still playing at this level, it is very special," said Watson.

With a crowd of more than 18,000 highly enthusiastic lacrosse fans in attendance, the award of a stylized goalie helmet adorned with Navy imagery was presented to Watson. The Navy's involvement in this award reflects the phenomenal growth that has occurred in the sport in recent history.

The championship game, which was also sponsored by the Navy, was played between the Buffalo Bandits and the Portland Lumberjacks. The match up was filled with action as the Bandits beat the Lumberjacks by a score of 14 to 13. With all of the Buffalo fans cheering as the time ran out in the tense match, the excitement of these fans for their sport was readily apparent.

While previously seen as only a college and high school level sport, the professional NLL has experienced explosive growth across the nation. Lacrosse fans fall heavily into what would be considered a prime target demographic. This is considered an ideal recruiting area for the Navy. With hundreds of thousands of high school students playing high school lacrosse, the Navy is positioned on the ground floor of what is rapidly becoming the fastest growing sport in America.

The NLL currently consists of 13 teams throughout the United States and Canada. With a regular season schedule of 18 games, and a cross of raw speed and a physical style of play, it is easy to see why the



people are turning out in ever-increasing numbers to become fans of the sport.

The Navy's sponsorship of not only this game but the entire league has provided an ideal venue for local area recruiters to communicate the Navy career opportunities message throughout the fan-base. This year recruiters across the country enjoyed extensive field-level billboards and JumboTron coverage while manning prime location booths inside stadiums, the benefits of which have influenced thousands of potential Navy candidates.

Not only are the fans a valuable resource to the Navy, but the players themselves are reason enough for Navy involvement. Many of the NLL's players hold off-season jobs as teachers and coaches, and are respected spokespersons to the nation's youth. This is a league filled with people who love their sport and appreciate the Navy's sponsorship.

Almost as importantly as being there as recruiters, the many Navy personnel who have attended the games have provided a "face" to the Navy and have met in one-on-one contact with the thousands of lacrosse fans who stopped by to thank and talk with them.

Add to this that the average attendance at an NLL game is in the thousands, and it's not hard to see the potential for generating good will in the community and showing off the Navy to a group of people who might have never thought about the Navy as a viable career choice.

"Lacrosse fans frequently just stop to say 'thank

you.' You can tell having the Navy Recruiters at these events is having a huge impact," said Navy Career Counselor David Blade who works as a recruiter in northern Pennsylvania and was in attendance for the championship game.

"It's great to come out to these events and support the teams, while also speaking to so many fans who would be excellent prospects for the Navy. The people who are interested in lacrosse have a lot of the skill sets and abilities we look for when we screen for such special programs as the SEALs and Navy Special Operations," said Blade.

"The opportunity to attend the game and present this trophy is a great honor, especially at events like



Left: Bob Watson defends the goal.

Above: 18,000 fans cheer as Bob Watson is honored as the U.S. Navy's Goalie of the Year.

Below: Watson is honored with a stylized Navy lacrosse helmet by Cmdr. Jonathan Shoemaker from NRD Pittsburgh.

these where we can provide a visible presence and support both the Navy's recruiting mission," stated Commander Shoemaker.



Adding to that sentiment, George Daniel, Deputy Commissioner of the NLL said, "For the NLL to have its brand associated with the U.S. Navy is an honor."

With cooperation and community involvement at its heart, the Navy and the NLL have focused on a strategy of mutual assistance. The benefits have been nothing short of impressive.

No matter which team the fans were there to support, the Navy, and their presence there, will be remembered long after the score is forgotten.



DEPpers Learn About Aviation Firsthand at NRD Chicago

Story and photos By James F. Antonucci, Public Affairs Officer, NRD Chicago

CHICAGO, Ill. -- Navy Delayed Entry Program (DEP) personnel recently had the opportunity to see and touch Navy aircraft at Waukegan Airport, a few miles north of Naval Station Great Lakes.

The DEPpers were said to be very excited to have this opportunity to see firsthand the technology the Navy has in its aircraft and the training the pilots who fly them receive. Crewmembers discussed the different flight control and navigations systems with the future Sailors and fielded numerous questions on the qualifications the Navy has in effect to be a pilot.

On hand were also aircrew members of Training Squadron SEVEN (VT-7) led by Commanding Officer (CO), Cmdr. Shelby Stratton. The crews invited the over 60 young people and recruiters alike to view up close the instrumentation and controls of the T-45 trainer.

DEPpers don't always have the luxury of meeting actual Navy pilots and seeing fleet aircraft before they reach a technical or "A" school. This rare opportunity gave



Above and right: Pilots from the VT-7 squadron show a NRD Chicago DEPper around the cockpit of his Boeing T-45C "Goshawk."

Below: DEPpers take turns looking into the aircraft.



the new recruits the feeling of belonging where they could mingle with the aircrews.

"This event exemplified the mutual support opportunities between naval aviation training units and Navy recruiting," said Cmdr. David R. Klain, CO of Navy Recruiting District (NRD) Chicago. "The flight crews got necessary cross-country flight experience while Navy recruiting got to show applicants what naval aviation is like up close and personal and provide naval aviation



assets for two high-visibility public events.

"It's cooperation like this that lets us accomplish both missions while being good stewards of limited flight hours and military resources," he said.

Flying the Boeing T-45C "Goshawk" service, VT-7 flew over 18,500 mishap-free hours with 1,300 carrier landings in FY2007, training 85 students with a staff of 45 active duty and 25 Reserve instructor pilots.

Last fiscal year, the "Eagles" of VT-7 had winged over 3,900 naval and Marine Corps aviators. Additionally, the squadron trained over 320 international students from France, Italy, Kuwait, Spain, Thailand, Singapore, Taiwan, and Brazil.

Following the aircraft tour, the DEP personnel were treated to pizza and soft drinks as they prepared to embark to their next destination: Naval

Station Great Lakes and the Morale, Welfare, and Recreation (MWR) Independence Day celebration.

This display of patriotic booths and military supporters, enhanced by music, food and a fun atmosphere, opened up the Navy environment to the recruits. NRD Chicago also participated in the event, giving some of the DEPPers the opportunity to meet the public as future Sailors, plus other Sailors and dependents for the first time as a future shipmate.

Capt. David Schnell, CO of Great Lakes Naval Station, was quoted as saying about the Great Lakes Event as a whole that "It's been about more than just the Navy, it's about the community, and it's about time we reintegrated with the community to celebrate the nation's birthday."



The Waiver Team

Located on board Naval Support Activity Mid-South at the headquarters for Commander, Navy Recruiting Command (CNRC), the waiver shop is responsible for reviewing over 700 active and Reserve waivers per month. The different types of waivers processed include:

Reenlistment Code (Recode)

Needed when an applicant was released from the military with a less than desirable discharge. In order to be able to enlist into the Navy, all applicants need to have an RE-1 recode. All other recodes are sent to the waiver shop for review and consideration.

Dependency

To eliminate from consideration those who cannot balance the demands of family and service, or who would experience a financial hardship at the onset of naval service.

Enlisted Community Manager (ECM)

For Navy Veterans (NAVETs) and Other Service Veterans (OSVETs) who wish to enlist/reenlist in the Navy with more than six months of active duty service time that require a job through the ECM.

Delayed Entry Medical (DEM)

Used to minimize waiver delays due to processing constraints, the DEM program allows enlistment into the Delayed Entry Program (DEP) based on a CNRC Provisional Medical Waiver. A final CNRC waiver must be received prior to the applicant shipping to RTC or going on active duty. Fulfillment of DEM criteria does not guarantee a waiver will be recommended or granted.

Civil/Felony

Any applicant arrested, charged, cited, or adjudicated with a felony offense regardless of final offense

disposition/adjudication rendered by any court or civil authority must be referred to CNRC (00J) for a mandatory offense classification determination.

Tattoos

Although the Navy allows Sailors to display body markings such as tattoos and ear piercings, some types of body markings are in direct conflict with the Navy's high standards and conservative approach to personal appearance. When applicants have tattoos that are questionable by the recruiter or Military Entrance Processing Station, they are sent to the waiver shop for careful review and consideration.

Board of Correction Naval Record (BCNR)

For personnel who have discrepancies in their service record. A package is submitted to the BCNR in Washington, D.C., who then forwards those records to CNRC for a final recommendation of approval or disapproval.

The field assists by ensuring the proper paperwork is received to process applicants in a timely fashion. They work closely with two Recruiting Region staffs, 26 Navy Recruiting Districts, and 65 MEPS to ensure CNRC enlists only the highest quality men and women to meet new contract and accession goals.

Their nine member team is nothing short of being the biggest support group any command could ask for. They laugh, cry and celebrate together. They learn, excel and motivate each other daily. And most importantly, they never leave a shipmate behind. They represent this great nation, the Navy, and CNRC.



Chris Boyer of Hillsboro, a 2007 Fontbonne University graduate who majored in biotechnology, has been accepted into the U.S. Navy's medical program and will be sponsored by the Navy when he begins studies at the University of Kansas Medical Center this fall. The Navy requires commissioning for those accepted into the medical sponsoring program.

"I wanted to have this ceremony at Fontbonne because education has been very important to me and will continue to be an important part of my life," Boyer said at his sponsorship ceremony held at Fontbonne July 16. "I want to be a doctor and I'm excited to take this next step with the Navy."

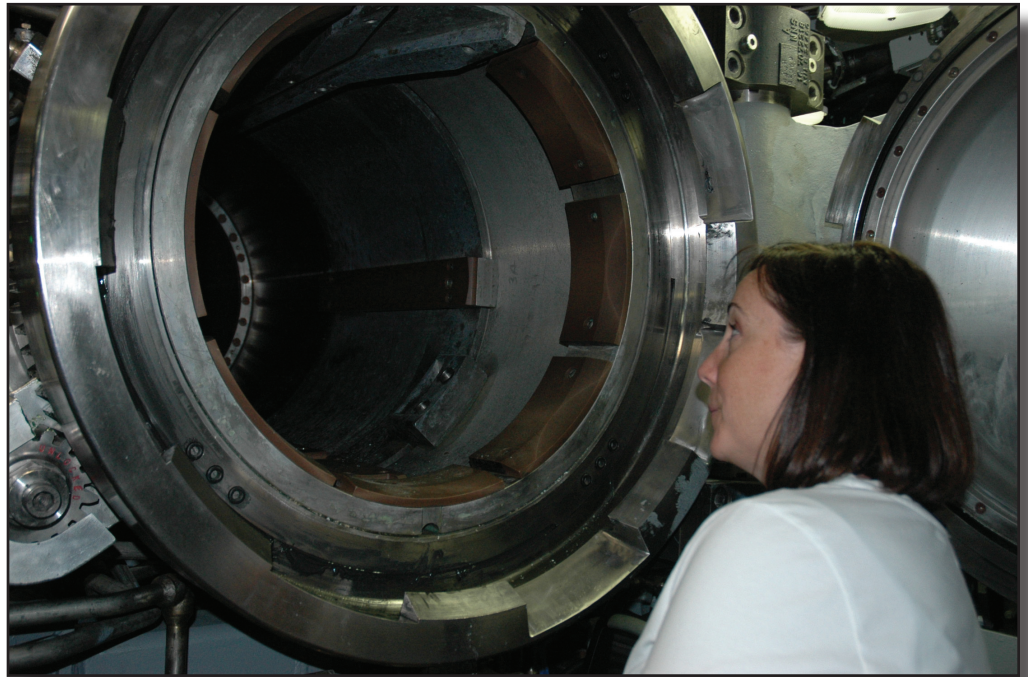
Pictured at the ceremony, from left, Dr. David Thomasson, chairperson and associate professor, Fontbonne Biological and Physical Sciences Department; Chief Ruth Cannon, Navy officer recruiter; Boyer, Dr. Elizabeth Rayhel, assistant professor, Fontbonne biological and physical sciences department; Lt. Karen Suftko, Navy officer recruiter; and Dr. Dennis Golden, president of Fontbonne. U.S. Navy photo by MC2 Smith

Raleigh Educators Experience Undersea Adventure

Story and photos by NRD Raleigh Public Affairs

WASHINGTON, D.C. -- Teachers and college professors from across Navy Recruiting District (NRD) Raleigh's territory got a chance to see the Navy's newest Virginia-class submarine up close and personal during a recent visit. *USS North Carolina* (SSN 777), which was commissioned May 28th in Wilmington, N.C., was not open for tours to the general public. However, the educators were invited as special guests of NRD Raleigh.

The educators were thrilled to be able to go aboard an actual working submarine. Lisa Marshall, outreach coordinator for North Carolina State University's School of Engineering in Raleigh, N.C., was impressed. "This is exciting. It's exciting to see a submarine first-hand and to be able to pass that enthusiasm on to other



students who are thinking of pursuing [the Navy] or who are already in the process of joining."

Michael Goye, a science teacher at Ashley High School in Wilmington, said he was amazed at the efficient way that submarines utilize space.

"The detail ... every little space is being used for something. All of the lines, electrical lines, hydraulic lines—it's amazing, the use of space."

All of the teachers said they plan to share their experiences with their students in the classroom. Sylvia Bennet, sixth grade science teacher at Roland Grise Middle School, said, "Being a science teacher, we want to know everything. I plan to go back and tell my students about this, because they probably won't ever get a chance to see this."

In addition to the educators, Boy Scouts from Troop 244 in Cary, N.C., also toured the submarine.

The nuclear-powered *North Carolina* is the fourth in the Virginia class of submarines. It incorporates state-of-the-art stealth and surveillance capabilities that enable it to tackle a variety of mission requirements. The sub is also the fourth Navy vessel to carry the *USS North Carolina* name.



Left: Educators get a tour of the USS North Carolina (SSN 777) from LT Nick Bogaard, Assistant Weapons Officer.

Above: A teacher gets an up-close look at the torpedo tube on a tour of the USS North Carolina.



Recruiting Times Three

Story and photo by Carol C. Moore, Public Affairs Officer, NRD San Antonio

SAN ANTONIO, Texas -- Little did he realize the true impact that he would have on the lives of future Sailors as he picked up the phone 15 years ago while on recruiting duty in the U.S. Navy Recruiting District (NRD) San Antonio.

Today Master Chief Petty Officer Juan Rodriguez, NRD San Antonio Chief Recruiter, is serving together on recruiting duty with the young man that he spoke to on the phone back in 1993. That young man is Chief Petty Officer Guadalupe Guerrero, an NRD recruiter in Harlingen, Texas. Rodriguez is modest about that phone conversation years ago and the impression that he made on Guerrero's career decision in the Navy.

"Master Chief was a first class petty officer when I first called the recruiting office. At that time all I really wanted was the Montgomery GI Bill. He made sure that was something I would eventually take advantage of," said Guerrero.

Guerrero currently holds an associates degree in liberal arts and says, "Most everything that I have done in the Navy has transferred over to college credit hours at the University of Texas Pan American" in Edinburg, Texas where he attends school.

Hull Technician First Class Gabriel DeLeon entered the U.S. Navy on June 26, 2000, with the help of then First Class Petty Officer Guerrero. "I joined the Navy to help support my son who was one year old at the time." DeLeon has followed in the footsteps of the person who helped him make that decision eight years ago. Guerrero was a former recruiter from 1998 to 2003 and recently returned for a second tour in San Antonio.

All three Sailors are working together on the same team and trying to fulfill the same mission of recruiting the highest quality of people to serve in the U.S. Navy. DeLeon will soon complete his assignment at Navy Recruiting Station Brownsville, Texas, and return to the fleet. He has been in recruiting since 2004 and is preparing to transfer to the *USS Ronald Reagan* (CVN-76) in San Diego, Calif.

It is not often you find three generations of recruiters all working together in the same district.



Standing in front of the district office in San Antonio are; ABFC Guadalupe Guerrero, recruiter at NRS Harlingen, HT1 Gabriel DeLeon, recruiter at NRS Brownsville and NCCM Juan Rodriguez, Chief Recruiter, NRD San Antonio. DeLeon was recruited by Guerrero and Guerrero was recruited by Rodriguez. All three are working together to make their mark in recruiting.

Rodriguez states, "I have been a recruiter for over 19 years and this is the sixth or seventh recruiter I have worked with that I personally put in the Navy, but the first time I have worked with a second generation recruiter.

"Part of the reward of my job is recruiting young men and women for the Navy, watching them make it their career and succeeding at their jobs," said Rodriguez. "That's what recruiting is all about."



Navy League Sunday 2008 Steers on Course

Story and photo by MC1(SW) Linda D. Pepka, NRD Michigan Public Affairs

DETROIT, Mich. -- The Detroit Women's Council Navy League of the United States sponsored the 33rd annual Navy League Sunday at the Mariners' Church of Detroit on Sunday, April 27th. The occasion recognizes the joint contributions of the Navy League Councils throughout the State of Michigan and the Providence of Ontario, Canada.

Council President Eileen Doyle attested that the Navy League supports and honors the Maritime Services, which include the U.S. Navy, Marine Corps, Coast Guard, Merchant Marines and Naval Sea Cadet Corps, along with other youth groups.

"Our council continuously strives to improve the understanding and appreciation between those wearing the uniforms of our armed forces and those in the civilian sector," said Doyle. "Special honorees for Navy League Sunday are the youth in the Naval Sea Cadet Corps who are sponsored by Navy Leagues of both countries."

The guest speaker was Lt. Cmdr. Phillip Winteringham, the Sea Cadet James M. Hannan Division commanding officer. He explained the importance of the Sea Cadet program. "The Sea Cadet Corps gives young people an insight into today's life in the military and prepares them for a career in the armed forces, if they so desire, or civilian careers," said Winteringham. "They are instructed to become responsible citizens with an emphasis on family, respect for law enforcement and pride in their country."

Doyle recognized the generous contributions made by the leaders of the Sea Cadet programs, along with those who helped make the event successful. "Each one of you here today is a V.I.P. - from the youngest to the oldest person," said Doyle. "You've made this day special and I thank you for your support, especially toward our young Sea Cadets who are learning great skills."

Doyle, who has been

directly involved with Navy League Sunday for 33 years, acknowledged the presence of friends, parents and civic supporters of the Sea Cadet Corps and other youth groups.

Navy Recruiting District (NRD) Michigan personnel attended the celebration. "The Navy League and Sea Cadet Corps have continuously supported Navy recruiting throughout the years," said NRD Michigan Executive Officer, Cmdr. Brian Bowles. "We welcome their involvement, which significantly contributes to the success of our annual Navy Week activities and other awareness events."

Mariners' Church, known as "The Maritime Sailors' Cathedral," was founded in 1842 for the benefit of Sailors on the Great Lakes, and is a national and state historic landmark. The Parish Rector, Reverend Richard W. Ingalls, Jr. confirmed that the church still serves as a "House of Prayer for all People." "This year's event was another successful one with standing room only," said Ingalls. He added, "Mariners' Church is proud to host Navy League Sunday, which reflects on contributions made by the Navy League, our military personnel, and our youth."

Following the service, guests enjoyed a social gathering and toured Navy Sea Cadet Corps training ships, *USNSCS Grayfox* and *Pride of Michigan*, at Hart Plaza on the Detroit River.



NJROTC Students Receive Scholarship Training

By MC1(SW/AW) Kimberly R. Stephens, NRD Houston Public Affairs

HOUSTON, Tex. -- "Ab-so-lutely!" was the immediate response by Senior Chief Aviation Electrician's Mate (AW/NAC) Andrew Warren, Navy Recruiting District Houston's Naval Reserve Officers Training Corps (NROTC) scholarship coordinator, when asked if he would be "OK" with his children joining the military?

"It is a great program to pay for college," he said. "I will definitely tell my children about it."

Warren answered this question and others during an NROTC scholarship presentation to students at an NJROTC Leadership Camp held at Beaumont Independent School District Outdoor Education Center June 18, 2008.

The NROTC presentation was part of a weeklong leadership camp that focused on physical fitness, academics and military drill.

"The students learn team building and responsibility," said Retired Cmdr. Mitchell Normand, officer-

in-charge. "The goal is for students to develop leadership skills and learn information to use when they go back to their home units."

With this training, "You are a step ahead of anyone else who applies [for NROTC scholarships] because you are already in NJROTC," said Warren. "You already know what to expect, you have the experience and you get extra points toward your application for just being in NJROTC."

Competition, physical fitness, discipline and being a part of a group are the main reasons the students said they were in NJROTC.

Warren explained to them that those were also attributes of a Sailor. He also went on to explain the scholarship process and some of the benefits of joining the Navy as an officer.

The NROTC scholarship can provide up to \$180,000 for four years of college and up to five years of



NAVAL STATION GREAT LAKES, Ill. -- Retired Marine Corps Lt. Col. Mike Stewart inspects Navy Junior Reserve Officers Training Corps (NJROTC) cadet Ensign James Lynch from Hamilton High School, Hamilton, Ohio. Stewart and Lynch are part of a leadership academy at Great Lakes for more than 150 cadets. The goal of the annual academy, hosted by the Navy JROTC's Area 3, is to make better leaders by building confidence, improving communication skills and working as a team. U.S. Navy photo by Scott A. Thornbloom, Naval Service Training Command Public Affairs Office.

college, with some technical degrees such as engineering and computer sciences. Both include textbooks, a monthly spending allowance and other college-related fields, he explained.

Within the NROTC program, the Navy has what is called the Midshipmen Cruise Program. For one month, during the summer from the freshman year to the junior year, the NROTC student goes out into the fleet to experience Navy life as well as the job he or she is interested in pursuing.

"It can be a different job each time," said Warren, "but, you don't

have to choose what you want to do in the Navy until your senior year," said Warren.

Several students were interested and asked questions regarding medical benefits, family, housing, school choices and what kind of life as a student they should expect.

Warren explained that they would have the same experiences as their fellow non-NROTC students like getting involved in extracurricular activities, student organizations, fraternities, sororities, honor societies, live on campus, or off, live with fellow NROTC students, or not.

NROTC emphasizes citizenship, leadership development, maritime heritage and significance of seapower with naval topics such as the fundamentals of naval operations, seamanship, navigation and meteorology which are all fundamental to becoming a successful naval officer.

"The only difference between you and a traditional college student is wearing your uniform at least twice a week and taking a naval science course each semester," said Warren. "And, you are guaranteed a job upon graduation."



Back to School: Tips for Recruiters

By MC1(SW/AW) Jay Price, NRD Phoenix Public Affairs

PHOENIX, Ariz. -- High schools are preparing for the upcoming school year. Colleges are preparing for the fall semester. Navy Recruiting Stations (NRS) in Navy Recruiting District (NRD) Phoenix are preparing for the schools.

According to the Recruiter in Charge of NRS Metro Center, NC1(SW/AW) Timothy Talbott, he and his recruiters are making plans to make this school year as successful as the previous.

"In preparations for the new school year," said Talbott, "my recruiters and I spend time visiting each school's website where we download the school's calendar and sports schedule; we find out the 'who's who' of the staff, making sure we recognize anyone new

who will be of influence to the students; and we e-mail all the teachers to let them know the Navy is here to help with presentations and/or events if they need an extra hand."

Talbott said that while some schools out there are hesitant when dealing with military, he continues to volunteer his time to help the schools succeed. For the schools that are on a good working relationship with the Navy, Talbott and his other recruiters have already handed out the back-to-school RADs (i.e., Navy calendars, book covers, periodic tables, rulers) to the counselors for distribution to the teachers and students of the upcoming school year.

"Each of us has taken the time to make a canvassing plan, a pre-prospecting plan, and a plan on what we hope to accomplish on a monthly basis during the school year," said Talbott, the 2007 Recruiter of the Year for NRD Phoenix. "We keep in mind that these are just plans and each plan goes through an adapting and analysis process on a continual basis. We're always changing and if a plan isn't working, we figure out what can be done to make it better."

According to Talbott, he's always looking to hear what has been working for other recruiters and will often give the idea a chance to see if it will work for him or not.



Nashville DEPpers Go for the Gold

Story and photo by MC2(SW/AW) Gabriel Owens, CNRC Public Affairs

MILLINGTON, Tenn. -- Navy Recruiting District (NRD) Nashville hosted a Delayed Entry Program (DEP) Olympics in Millington, Tenn., on May 3.

The traditional field day-styled event pitted more than 140 DEP personnel (DEPpers) from Navy recruiting stations in Tennessee, Mississippi and Arkansas against each other in friendly competitive events like a mock Navy fitness test, military knowledge quiz, seabag relay and a drill competition. The event is designed to foster teamwork, motivation and dedication that are important traits for young men and women to be successful in the Navy.

Recruiters say with some recruits being in the DEP program for sometimes up to a year, keeping them motivated in their decision to join the Navy is of prime importance.

"This is a great tool to keep attrition rates down in our DEP 'pools,'" said Machinist's Mate 1st Class Jason Mosely of Commander, Navy Recruiting Command's Reserve Support Unit. "This shows them what the Navy is all about and gives them good ideas on what to expect in their naval careers. Additionally, many of their family members are here and they get to see what a great 'family' their child or sibling is joining."

"The main purpose of this event is to let the DEPpers know that there is a big picture Navy, not just what they see at their recruiting station," said Personnel Specialist 2nd Class Roger Davis from Navy Recruiting Station Corrent, Ark. "This keeps them motivated to go to boot camp."

The DEP Olympics also introduces the future Sailors into the Navy way of life. For many of the participants, this was the first time they've interacted with the full range of personalities and backgrounds that make up America's diverse cultures. For their future Navy careers, this is paramount knowledge.

The all-day event not only opened the eyes of the DEPpers, but also reassured family members present that the adventure their children and siblings were about to embark upon will be a positive, life-changing experience.



An NRD Nashville DEPper pushes himself during the final stretch of a mock PRT run.

Present at the event was the Commodore of Navy Recruiting Region East, Capt. Steve Miller who was thoroughly impressed with the DEP pool he saw in NRD Nashville. "It's all about teamwork which is what the Navy is all about. That's why we do these DEP competitions, to build camaraderie and teamwork. In a six-hour period we impacted 147 members and their families in a positive way."

NRD Nashville plans to continue conducting DEP Olympics as often as possible to maintain teamwork and motivation among its DEPpers.



Political Activity This Election: Do's and Don'ts

By the CNRC Legal Team

All members are encouraged to read Department of Defense Directive 1344.10 for guidance on acceptable political activities by members of the Armed Forces. The following list serves only to highlight certain political activities that are acceptable and those which are prohibited. This list is not exhaustive.

A member of the armed forces on active duty may:

- Register, vote, and express a personal opinion on political candidates and issues, but not as a representative of the armed forces.
- Promote and encourage others to exercise their voting franchise, if such promotion does not constitute use of their official authority or influence to interfere with the outcome of any election.
- Join a partisan or nonpartisan political club and attend its meetings when not in uniform.
- Display a political bumper sticker on the member's private vehicle.
- Serve as an election official, if such service is not as a representative of a partisan political party, does not interfere with the performance of military duties, is performed when not in uniform, and the DOD Secretary concerned has given prior approval.
- Write a letter to the editor of a newspaper expressing the member's personal views on public issues or political candidates, if such action is not part of an organized letter-writing campaign or a solicitation of votes for or against a political party or partisan political cause or candidate. If the letter identifies the member as on active duty (or if the member is otherwise reasonably identifiable as a member of the armed forces), the letter should clearly state that the views expressed are those of the individual only and not those of the Department of Defense.
- Make monetary contributions to a political organization, party, or committee favoring a particular candidate or slate of candidates.
- Attend partisan and nonpartisan political fundraising activities, meetings, rallies, debates, conventions, or activities as a spectator when not in uniform and when no inference or appearance of official sponsorship, approval, or endorsement can reasonably be drawn.

A member of the armed forces on active duty SHALL NOT:

- Solicit or otherwise engage in fundraising activities

in federal offices or facilities, including military reservations, for any political cause or candidate.

- March or ride in a partisan political parade.
- Display a large political sign, banner, or poster (as distinguished from a bumper sticker) on a private vehicle.
- Display a partisan political sign, poster, banner, or similar device visible to the public at one's residence on a military installation, even if that residence is part of a privatized housing development.
- Participate in partisan political fundraising activities, rallies, conventions (including making speeches in the course thereof), management of campaigns, or debates, either on one's own behalf or on that of another, without respect to uniform or inference or appearance of official sponsorship, approval, or endorsement. Participation includes more than mere attendance as a spectator.
- Use official authority or influence to interfere with an election, affect the course or outcome of an election, solicit votes for a particular candidate or issue, or require or solicit political contributions from others.
- Allow or cause to be published partisan political articles, letters, or endorsements signed or written by the member that solicits votes for or against a partisan political party, candidate, or cause. This is distinguished from a letter to the editor.
- Serve in any official capacity with or be listed as a sponsor of a partisan political club.
- Speak before a partisan political gathering, including any gathering that promotes a partisan political party, candidate, or cause.
- Participate in any radio, television, or other program or group discussion as an advocate for or against a partisan political party, candidate, or cause.
- Sell tickets for or otherwise actively promote partisan political dinners and similar fundraising events.
- Attend partisan political events as an official representative of the armed forces, except as a member of a joint armed forces color guard at the opening ceremonies of the national conventions of the Republican, Democratic, or other political parties recognized by the Federal Elections Committee or as otherwise authorized by the Secretary concerned.
- Make a campaign contribution to, or receive or solicit (on one's own behalf) a campaign contribution from any other member of the armed forces on active duty.



Capt. Del Rosario Believes and Achieves

By MC2(SW/AW) Gabriel Owens, CNRC Public Affairs

Drive and Opportunity.

This is what got Silvester Del Rosario to the rank few Navy Limited Duty Officers (LDOs) achieve: Captain.

Del Rosario was born and raised in Santo Domingo, Dominican Republic. He moved to Queens, N.Y., at the age of 17.

"I spoke no English when I moved to New York," he said. "I foolishly chose French as my foreign language course back home," he laughed.

After two years stateside and high school graduation, Del Rosario decided to enlist in the U.S. Navy on October 14, 1976.

During basic training at Recruit Training Command in Great Lakes, Ill., his limited English made each day a struggle. "I didn't know half the time what my CC (company commander) was saying. I learned to just follow along with what everyone else was doing," he recalled. "This got me in trouble a couple of times!"

However, he continually scored outstanding on written weekly examinations through boot camp. Watching fellow recruits who spoke English as a first language struggle with these tests gave him the boost of confidence he needed to assure himself he could get along in the Navy. It was hard work, study and superior leadership qualities that would see Del Rosario advance through the Navy ranks from an airman recruit to a chief petty officer, each advancement made his first time at bat. Few enlisted people in the Navy make E-6, much less E-7, the first time up, every time. During the breakneck nine-year pace of advancement, Del Rosario's skills in not only structural mechanics but also in leadership increased accordingly. His poor English was a thing of the past, but he still kept his Dominican accent.

"I put in a package to become an LDO and it was accepted. I had a fellow chief pull me aside and recommend that I turn it down and concentrate on my career path in the enlisted ranks," he said. "The chief was convinced that 'officers don't have accents,' and I'd never make it in their 'club.'"

Ignoring this advice, Del Rosario went ahead and accepted his commission as a naval officer.



Del Rosario later earned his bachelor's degree in aeronautical science from Embry Riddle Aeronautical University utilizing the Navy's educational opportunities.

Several assignments later would see Del Rosario achieve the seemingly impossible: being selected for captain, an achievement few LDO's ever make in the Navy. The rest is history still in the making.

"I'm a strong advocate in providing educational opportunities so others may achieve their fullest potential...even with an accent."

Del Rosario presently serves as the Director of Diversity at Navy Recruiting Command in Millington, Tenn.



Sailors Attend Taping of Nashville Star

By MC1 Kim deJong, NRD Nashville Public Affairs

NASHVILLE, Tenn. -- Ten Sailors from Navy Recruiting District Nashville attended the taping for the first episode of "Nashville Star" June 2 at the Acuff Theater, part of the Grand Ole Opry Entertainment Complex in Nashville, Tenn.

This sixth season of Nashville Star is putting an emphasis on the military servicemembers and will be aired weekly on NBC television.

Sailors, dressed in whites, were recognized several times throughout the evening beginning with appreciative applause by the crowd as they entered the theater.

The first taping was the second chance Sailors had to be part of the show. In April "Nashville Star" held an "all military" audition aboard *USS Iwo Jima* (LHD 7). Throughout the taping, Sailors were filmed clapping and cheering as the show's contestants sang their hearts out for the chance to become the next "Nashville Star." Even though the majority of the evening was spent in applause for the contestants, the Sailors received cheers from fellow audience

members and were formally thanked for their service at the beginning of the show.

"It is always good to know that the people here are supporting the troops and it was nice to hear the stars of the show thank us and tell everyone they wouldn't be able to do what they do without us," said Aviation Structural Mechanic 2nd Class Brad Davis, a Rivergate recruiter.

Along with the recognition, Sailors also had the opportunity to shake hands with the show's host Billy Ray Cyrus, along with the dynamic judges John Rich, Jeffrey Steele and Jewel.

"Nashville Star" is similar to "American Idol"; however on "Nashville Star" the contestants are limited to country music. The show's two-hour season premier aired June 9 on NBC with 90-minute live episodes airing each week following the debut show, eliminating contestants one at a time until a new "Nashville Star" is crowned.



Billy Ray Cyrus, host of NBC's "Nashville Star," performs aboard the amphibious assault ship USS Iwo Jima (LHD 7) with Hospital Corpsman 1st Class Michael Rivard and other service members auditioning for a spot on the new season of the show. Sailors from NRD Nashville recently attended a taping of this show.

U.S. Navy photo by MC2 Matthew D. Leistikow.

Two NRD Miami Sailors Take Two Different Paths on Road to Commissioning

By MCC(SW) Jim Baldwin, NRD Miami Public Affairs

A drive to succeed in anything she does and to accelerate her life for her and her family is part of the vision one NRD Miami Sailor uses in her pursuits. She never lost sight of this even in the harshest times. Her vision has led Personnel Specialist Chief(SW/AW) Salisha Labonte, MEPS Puerto Rico classifier, to achieve her goal of becoming an officer. She was selected for the Limited Duty Officer program and will be commissioned next year.

Electrician's Mate 1st Class(SS) Sonny Lorrius, also from NRD Miami, was selected to go to Officer Candidate School. His unwavering persistence and motivation led to positive results after a third application. Lorrius transferred recently from his job as an Advanced Programs Recruiter. His former supervisor, Gas Turbine Systems Senior Chief(SW) Pete Pavel, said it was his passion for the Navy that paid off for him.

"His personal and professional goals have all been associated in some way with benefiting our organization. He has demonstrated a rare talent for motivating and encouraging everyone in the organization to improve their skill sets and focus on process improvement," Pavel said.

These two future officers have had many milestones along the way that helped guide them and serves as paths for others to follow. Labonte joined the Navy as an undesignated seaman recruit and rose to the rank of chief petty officer in nine years.

She credits those who've mentored her along the way, taking on the tough jobs, taking on collateral duties, off-duty education and volunteerism. Lorrius also credits those who've given him mentoring. Along his road, he earned his bachelors degree and a maintenance electrician certificate through the United Services Military Apprenticeship Program.

Each Sailor now looks to the future themselves. Lorrius hopes to use his commission to better the Navy. "There are still many tweaks the Navy can use to better the lives of all of our Sailors," Lorrius said.

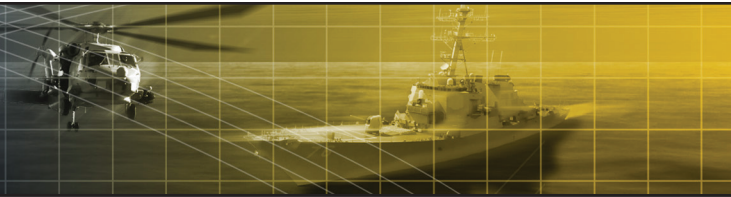
Labonte hopes to use her enlisted experience while an officer-in-charge or commanding officer, "One of the biggest things I'm going to take with me is my professional experience, military knowledge and leadership to take care of my Sailors from a different level."



Recently, some Sailors from CNRC's N3 "PRIDE" shop visited a local Millington middle school for career day. Pictured left to right are OS2(SW) April Turner, PSC(SW/AW) Gabriel Powers, OS2(SW) Stephanie Harrison, and EN1(SW) Allen Josafat. Photo courtesy of the PRIDE shop.



Best Stations In The Nation



Small Station

NRS Bellingham - NRD Seattle
NRS Kansas City - NRD St. Louis
NRS Bethesda - NRD Richmond

Medium Station

NRS San Francisco - NRD San Francisco
NRS Imperial - NRD San Diego
NRS Staunton - NRD Richmond

Large Station

NRS West Bakersfield
NRS PearlrIDGE - NRD Los Angeles
NRS Little Creek - NRD Richmond



Admiral's Five-Star Recruiters



NRD Atlanta

EM2(SS) Craig Chamberlain
AOCS(AW/SW) Victor Figueroa
YN2(SW/AW) John Jennings
MM1(SW) Tommy Marlin
BM2(SW/AW) A. Osborne
IT2(SW/AW) Tamara Reeves
MM2(SW) Victor Scott
EO2(SCW) E. Stevenson

NRD Chicago

STS2 Fogarty
AT1(AW) Lopez
CTR2(SW) Mills
AM2 Peralta
IT1(SW/AW) Wienen
BM2(SW) Williams

NRD Dallas

SK2 Booker
SH1 Godinez
NC1 Jimmy Jones
STG1(SW) Johnny Lawrence
OS2(SW) Ryan Mortley
AO2(AW) Michael Rojas
CS1 Kenneth Simpson
IT1(SW) Shantisha Taylor
QM1(SW) Freddie Townsend
CM2(SCW) James Watkins

NRD Denver

DC2(SW) Jonathan Genica
NC1(AW/NAC) J. Johnson
YN1(AW/SW) Thomas Wilson

NRD Jacksonville

NC1 Mark Boyd
PS2(AW) Corley Bradford
MA1 Raul Collazo
OS2(SW) Nelson Cooper
GSM1(SW) Vera Davis
CS1(SW) Loudelsohn Goby
CS2(SW) Paul Grimm
AC1 Allen Jackson
ABH1(AW/SW) M. Morad
ETC(SS) Michael Williams

NRD Houston

MM2(SW) Joshua Carlucci
OS2(SW) Don McGowan
CSC(SW/AW) Terry Richards
BM2(SW/AW) C. St. Romain
AO1(AW/SW) Adam Thomas

NRD Los Angeles

NC1 Guillermo Acevedo
AD2 Jesus Amezcua
EM2 Harrold Bartlett
GSM1 Phung Xuan Dao
GSE2 Jose A. David
AM2 Michael Fidermutz
MM2 Benjamin L. Finona
SK1 Benedict Gorospe
OS2 Jennifer Grieve
Donovan S. Gummerus
GSM2 Rudy Lopez
DC3 Miguel A. Paredes
AD2 Casey Spaulding
MR1 Joselito Talavera
HM2 Deneetra Weaver

NRD Miami

EM2(SW/AW) Curtis Bembow
IT2(SW) Victor Figueroa
CTA2 Shanika Jones
AM1(AW/SW) Randall McCue
OS2(SW) Sharmekia Smith
SK1(SW/AW) Damon Walden

NRD Michigan

AME2 Christa Chandler
CTM2 Jason Kurpiewski
AM2(AW) Brian Murray
EM2(SW) N. Parlagreco
AZ2(AW/SW) James Perry
CS2(SW/AW) Jeffrey Shermak
AT2(AW) Joshua Schimmel
STG2(SW) Jason Tone
BM2(SW/CC) Ryan Waldo

NRD Minneapolis

MM1(SS) Brian Johnson

NRD Nashville

SH1(SW/AW) Natalie Brown
SK2(AW) James Gillentine
SK2(SW/AW) Oscar Jaurez
AT1(AW) Joshua Mattson
OS2(SW) Donna Martino
OS2(SW) Anthony McCullum
MM1(SW/AW) Brian Moore
OS2(SW/AW) Orvil Ownby
EM1(SW/AW) D. Robinett
EM1(SW/AW) Joyellen Vance
AT1(AW) Christopher Yancey

NRD New England

ABH2 Dominic Guiliano
AD2(AW) Carlton Phillip
GM1(SW/DV) C. Soloniewics
SK2(SW) Tracy Wilson
CS2(AW) Jason Wozniak

NRD New Orleans

MA2 William Covington
AO1 Courtney Craig
AO2 Tony Howard, Jr.
FT2 Broderick Myles

NRD New York

QM1(SW) Adam Congello
ADC Christopher Lapenta
SK2(SW) Steve Richards

NRD Ohio

CS2(SW/AW) K. Rodriguez
SH2(SW) Tony Murphy
BM2(SW/AW) N. Schillabel
BM2(SS) Joel Sharp
EM2(SW) Patrick Sharp
OS2(SW) Derrick Watson
FC1(SW/AW) Jason Wheat
CS2(SW) Daniel Willis

NRD Philadelphia

LT Emily Pulka

NRD Phoenix

CS2 Jon-Paul Couturier
ATC Gabriel Gonzales
DC2 Jeremy Griego
AT2 Christian Hansen
FC1 Edward Johnson
NC1 Joshua Johnson
FC1 Christopher Sharp
MMC Earlie West
DC2 Jonathan Wells
YN1 Thomas Wilson

NRD Pittsburgh

BU2(SCW) Christina Bearup
MM1 Archie Martin, Jr.
RP1 Regina Redfield

NRD Portland

GM1 Adams
EM2(SW) Collins

NRD Raleigh

EN1(SW/AW) George Jeffords

NRD Richmond

QM2 Zachary Bollen
SM2(SW) Leslie Cachero
GM2(SW) Bassirou Gadiaga
CS1(SW) Malcolm Gardner
FC1(SW/AW) Adam Landry
AO2(AW) Lawrence Long
SK2(SW) Eva Marte
GM1(SW) Justin Roth

NRD St. Louis

EO2 David M. McCleery
CTR1(SW) Derek Pease
AS2 Gregory M. Perrin

NRD San Antonio

GSM2 Thomas Cunningham
AM2 Jesus Ornelas
MR2 Alberto Rodriguez
SK1 Jesus Trevino

NRD San Diego

AD2 Christopher L. August
GSM2 Zachary Davis
AME2 Ronaldo F. Diones
TM1 Remus A. Feliciano
CS2(SW) Blake Franklin
SK1 Renee Macias
PC2(SW/AW) Derrick Saxton
ABH2 Corey V. Tran

NRD San Francisco

SH2(SW/AW) Billy Amurao
MM2(SW/AW) J. Bagaoisan
SK2 Mark A. Biscocho
EM2(SW) Sergio Cordova
SK2(SW) Sharieff Green
SK1(AW) Victor Guan
BM1(SS/AW) Donald Ham
UT1(SCW) Mikekena Jackson
SK1 Aaron King
AM2(AW) Jose Marquez
GSE1(SW) Pablo Mejia
CS2 Charles Sullivan
QM2(SW) Carolina Telman
CS2(SW/AW) Samuel Tran
DC1(SW) Richard Triskett
OS2(SW) Patrick Tyler
EA2(SCW) Wayland Yu

NRD Seattle

FC1(SW) Matthew Colebank

WE SALUTE YOU!



The US Navy congratulates JR Motorsports and driver Brad Keselowski on their NASCAR Nationwide Series victory!

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